First Peoples' Cultural Council

2015/16

ANNUAL SERVICE PLAN REPORT

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Board Chair's Accountability Statement

The *First People's Cultural Council 2015/16 Annual Service Plan Report* compares the corporation's actual results to the expected results identified in the *2015/16 - 2017/18 Service Plan.* I am accountable for those results as reported.

Marlene Erickson
Board Chair

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Chair/CEO Report Letter

On behalf of the Board of Directors and First Peoples' Cultural Council (FPCC) staff, we are pleased to submit our *2015/16 Annual Service Plan Report.*

In 2015, FPCC proudly celebrated its 25th year of operations. We had much to celebrate. Since 1991, FPCC has delivered $37,906,696 in funding to support language revitalization in First Nations communities. In 2015/16, we were able to push this above $40 million by providing an additional $2,468,000 in grants to 159 First Nations communities, individuals and groups. A full list of this year's recipients can be found in Appendix C.

We also faced uncertainty. FPCC was not able to secure additional funding for communities to upload new language content to the FirstVoices archives (resulting in a content increase of less than 1% from the previous year); however, the website itself has been under construction to improve its interface and the organization and indexing of data thanks to new funding from the Ministry of Aboriginal Relations and an in-kind contribution from the Ministry of Advanced Education. We continue to reach out to new funders and educate policy makers about the benefits of investing in languages; we are hopeful that this will ultimately allow us to fund the important work of documenting all of B.C.'s languages before all of the fluent speakers are gone.

The FPCC Arts Program has continued to flourish, thanks to funding from the New Relationship Trust, the BC Arts Council and the Margaret A. Cargill Foundation, which provided another three years of funding to FPCC. FPCC was also pleased to enter into a partnership with BC Ferries to select the artwork that will adorn the sides of the three new Salish Class ferries. In August, FPCC issued a call to Coast Salish artists and in January three artists were selected.

We are proud to report that the award-winning "Our Living Languages" exhibition, which was created through a partnership between FPCC and the Royal BC Museum, was visited by Perry Bellegarde, National Chief of the Assembly of First Nations as well as Members of Parliament, Members of the Legislative Assembly, community leaders and thousands of visitors. The exhibition showcases the beauty and complexity of our 34 languages in B.C. and is open until 2017.

The hard work of our staff continue to pay dividends in raising awareness about FPCC and its programs and objectives at an increasing number of events, conferences, workshops and community visits – 53 in all in fiscal 2015/16, which dramatically exceeded our target for this measure.

In addition, we are pleased to highlight our continuing work to implement the Government of British Columbia's Taxpayers' Accountability Principles (TAP). FPCC continues to make progress with respect to the expectations outlined in the 2015/16 Mandate Letter sent by the Minister of Aboriginal Relations and Reconciliation (MARR):

- We have fulfilled our obligations under the 2015/16 Service Level Agreement with government.

- We have sought qualified candidates for recommendation to the Advisory Committee to ensure representatives from 34 B.C. First Nations languages.
- We organized and implemented Board training for new and existing Board members, which included training on TAP.
- We have strengthened community health and well-being by continuing to organize events that raise awareness about FPCC and First Nations arts, culture and languages such as the Mother Languages Day Twitter campaign and the unveiling of two pieces of artwork in partnership with BC Ferries.
- We have added this Letter from the Board Chair into the Annual Report.
- We have developed a Strategic Engagement Plan with MARR's Deputy Minister. Implementation is ongoing.

FPCC and MARR staff have collaborated to develop and implement a strategic engagement plan for 2015/16 to work more effectively together. Marlene has been meeting with Minister Rustad on a quarterly basis, which has strengthened communication and opportunities between MARR and FPCC.

As required, we have also provided opportunities for staff, board and executive members to learn more about the new Taxpayer Accountability Principles, the accountability framework, and the attendant expectations.

This is Marlene's last year as Chair of the First Peoples' Cultural Council. She says that it has been her pleasure to serve the organization and the First Nations of B.C.

Marlene Erickson
Board Chair

Tracey Herbert
Chief Executive Officer

Purpose of the Organization

FPCC has been offering services and programs to support First Nations language, arts and culture revitalization in British Columbia since 1990. Our role is to monitor the status of First Nations languages, cultures and arts, and to develop strategies that assist communities to recover and sustain their heritage. We serve our stakeholders and partners by providing programs and initiatives for heritage, language, arts and culture revitalization.

We serve 203 B.C. First Nations, 34 languages, 61 language dialects and a number of First Nations arts, culture and educational organizations.

FPCC was created by the provincial government in 1990 to administer the First Peoples' Heritage, Language and Culture program. The enabling legislation is the *First Peoples' Heritage, Language and Culture Act.* See: *http://www.fpcc.ca/files/PDF/fphlcc-act-2011.pdf*

The following are the key activities of the organization:

- Provide opportunities for First Nations communities in B.C. to receive funding for language and arts projects
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and restore fluency in First Nations languages
- Develop programs and community development resources to encourage the revitalization of First Nations languages, arts and culture
- Offer a network of information and opportunities to First Nations artists and language champions
- Educate and share information with people in B.C. about First Nations languages, arts and culture
- Advise government on programs and issues related to First Nations languages, arts and culture
- Advocate for B.C. First Nations languages, arts and culture
- Provide training in language revitalization, archiving and immersion programs

For more information about FPCC, see Appendix A.

Strategic Direction and Context

British Columbia is the only province in Canada that has established a Crown corporation that leads First Nations heritage, language, culture and arts initiatives. FPCC serves British Columbians by ensuring the protection and heritage of the land and peoples upon which the province is built. The *2016-17 Mandate Letter* is available at http://www.fpcc.ca/about-us/reports.

FPCC is fully compliant with the government's Taxpayer Accountability Principles (TAP), which require Crown corporations to adopt principles of cost consciousness, accountability, appropriate compensation, service, respect and integrity.

Operating Environment

British Columbia is Canada's most linguistically diverse region with approximately 60% of all Canada's First Nations languages originating here. However, First Nations languages across Canada are in steep decline due to a number of factors, including social, industrial and cultural pressures from the dominant English-speaking society and past policies of assimilation that manifested through the residential school system.

Our greatest ongoing challenge is the significant scope of our work. This is exacerbated by the ongoing loss of fluent speakers as remaining Elders pass away.

According to the *2014 Status of B.C. First Nations Languages* report[1]:

- Fluent speakers of a First Nations language make up 4.08% of the total B.C. First Nations population, a decrease of approximately 1% over the past four years
- Semi-fluent speakers have increased by 3,144, and now make up 9.32% of the total population
- 59% of fluent First Nations language speakers are aged 65 and over
- First Nations language learners make up 9.14% of the total provincial population, down from 11% in 2010
- 117 communities (63%) have access to a FirstVoices.com archive of their language.

FPCC's annual operating budget for 2015/16 was $3,998,000, the majority of which is allocated to grants and initiatives that support successful First Nations community projects in B.C. We operate with a small team of 10 core staff.

In 2015/16, FPCC received 25% of its budget from the Ministry of Aboriginal Relations and Reconciliation (MARR). We are also required to fundraise in order to meet our mandate. However, the funding climate continues to be highly competitive with limited funding opportunities, while FPCC's funding from all sources is subject to unexpected fluctuations and uncertainties.

On a hopeful note, there is growing interest and enthusiasm for language revitalization among First Nations youth in British Columbia, and we continue to raise awareness about our work, building a strong reputation locally and globally. As a result, we have created non-traditional relationships with organizations that are willing to think "outside the box" and partner with us on a number of special projects. We hope, through these relationships, to diversify our revenue streams and access new sources of funding.

To address some of the capacity challenges, we have been offering resources and training that encourages communities to undertake their own language revitalization work, even if they have not received funding through the organization.

[1] All statistics are based on the survey sample comprised of 185 out of 203 First Nations communities, with a total population of 129,730. http://www.fpcc.ca/language/status-report/

Report on Performance

In addition to the following goals, related strategies, performance measures and targets, FPCC is implementing TAP in partnership with MARR. In 2015/16, FPCC developed and is now implementing an evaluation plan, which is intended to measure FPCC's health and performance against TAP. FPCC is also fulfilling its obligations as set out in the *Mandate Letter*.

Goals, Strategies, Measures and Targets

Goal 1: *To provide programs and resources to support B.C. First Nations communities in realizing their vision for the revitalization of their arts, culture and languages – so that the wealth of B.C. First Nations arts, culture and languages are preserved, accessible, recognized and valued.* Note: This demonstrates the TAP principles of service, respect and integrity.

Strategies

- Support B.C. First Nations communities to mobilize around the revitalization of the arts, cultures and languages
- Deliver arts, culture and language funding to B.C. First Nations communities and organizations
- Develop and distribute effective community development tools and resources to build community capacity and help B.C. First Nations communities develop and implement long-term plans and programming for arts, culture and language revitalization
- Use technology to archive all B.C. First Nations languages and create new tools and programming for arts, culture and language revitalization

Discussion of Goal and Strategies

Providing programs and resources to B.C. First Nations to assist them to revitalize their language and culture is an essential part of our mandate, which also aligns with the Government's *Mandate Letter*. Therefore, this goal, and its accompanying strategies and performance measures are the most basic means of assessing our performance.

Performance Measure 1.1: Number of arts projects funded

Performance Measure	2012/13 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	2015/16 **Actual**	2016/17 Target	2017/18 Target
Number of arts projects funded	52	65	109	**60**	77	95	95

Discussion

This measure monitors our support of arts projects and Aboriginal artists in B.C. The amount delivered this year was $877,000 to 77 projects under two programs: the Aboriginal Arts Development Awards and the Aboriginal Youth Engaged in the Arts. The results were well above target, managed in part from the remaining funds of a three-year grant provided by the Margaret A. Cargill Foundation (MACF) in 2013. This demonstrates TAP principles of efficiency and integrity. The targets for the next two years have been increased to reflect the new three-year commitment from MACF.

The data for this measure is provided by the arts department's databases.

In the table below we have a provided a list of the number of applicants, total requested, number of successful applicants and total awarded for each of the arts programs.

Aboriginal Arts Development Awards

Category	# of Applicants	Total Requested	# of Successful Applicants	Total Awarded	Funding Partner
Individual	43	$218,084	21	$100,475	BC Arts Council ($100,475)
Sharing Traditional Arts	27	$290,702	20	$203,380	BC Arts Council ($105,380); NRT ($75,000); MACF ($23,000)
Organizations and Collectives	32	$748,050	14	$247,145	BC Arts Council ($220,145); MACF ($27,000)
Arts Administrator Internships	6	$169,910	5	$139,000	BC Arts Council ($39,000); NRT ($75,000); MACF ($25,000)
Total for AADA	108	$1,426,746	60	$690,000	

Aboriginal Youth Engaged in the Arts

Category	# of Applicants	Total Requested	# of Successful Applicants	Total Awarded	Funding Partner
Aboriginal Youth Engaged in the Arts Year 3	17	$197,125	17	$187,000	BC Arts Council

GRAND TOTALS FOR FPCC ARTS PROGRAMS	**125**	**$1,623,871**	**77**	**$877,000**	

See Appendix C for a detailed listing of individuals, communities and groups funded and the amounts.

Performance Measure 1.2: Number of language and culture projects funded

Performance Measure	2012/13 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	2015/16 **Actual**	2016/17 Target	2017/18 Target
Number of language and culture projects funded	65	72	68	**55**	**82**	60	60

Discussion

Monitoring the number of language/culture projects we fund demonstrates our ability to support Indigenous language programs in B.C. These programs are essential to the revitalization of First Nations culture and the rich learnings carried in each one of the languages. In 2015/16, we exceeded our targets, delivering $2,467,000 in funding to 82 projects. This was despite not receiving any funding to deliver grants to communities to upload content to FirstVoices, our language archiving tool. As we are working with four plus partners to provide funding to language projects, the annual funding often fluctuates and depends on the success of project proposals. Thus, it is our intention to maintain lower targets for this measure in future years.

The data for this measure is provided by the Language department's databases.

In the table below we have a provided a list of the number of applicants, total requested, number of successful applicants and total awarded for each of the language programs.

Category	# of Applicants	Total Requested	# of Successful Applicants	Total Awarded	Funding Partner
B.C. Language Initiative	26	$407,470	13	$190,735	MARR: $40,735 NRT: $150,000
Aboriginal Languages Initiative	52	$1,578,998	24	$720,420	Department of Canadian Heritage
Pre-school Language Nest	17	$365,500	10	$212,376	FPCF ($127,376); NRT ($85,000)
Mentor-Apprentice	29 (+ 10 returning)	$627,900	14 (+ 10 returning)	$285,196	MARR ($77,878); NRT ($200,000); FPCF ($7,318)
Language Revitalization Planning	11	$220,000	10	$182,308	MARR ($82,308); NRT ($100,000)
FirstVoices	Not funded				
Total				1,591,035	

Performance Measure 1.3: Percentage of B.C. First Nations languages and dialects archived on FirstVoices.com

Performance Measure	2012/13 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	2015/16 **Actual**	2016/17 Target	2017/18 Target
Percentage of B.C. First Nations languages archived on FirstVoices.com	8.12%	8.7%	9.08%	12%	**9.1%**	19%	20%

Discussion

The percentage of B.C. First Nations languages and dialects archived on FirstVoices is an important indicator of how much is left to do before we can consider the First Nations languages of B.C. completely documented in a digital library accessible to learners. As of April 1, 2016, community administrators have archived 9.1% of B.C.'s First Nations languages, an increase of 0.02%, which falls far of our target of 19%.

This has nonetheless been a busy year for FirstVoices. In 2014/15, we received $300,000 from MARR to rebuild FirstVoices.com's software architecture, which includes upgrading to new technologies that will improve the organization and indexing of data. An additional $300,000 was provided in in-kind development services from the Ministry of Advanced Education. The new FirstVoices website has been under development throughout this fiscal year and will be launched in 2016/17.

The next step is uploading language content (words and phrases in all of B.C.'s 34 languages). Unfortunately, we have not received any funding for communities to upload content to the tool, making it difficult to achieve this target. However, with archiving a priority, we anticipate being able to successfully raise funds for this important language resource, which will allow us to meet this target in future years.

The data for this measure is provided by FirstVoices departments' databases.

Performance Measure 1.4: New resources to support language and arts projects

Performance Measure	2012/13 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	2015/16 **Actual**	2016/17 Target	2017/18 Target
New resources to support language and arts projects	32	10	13	10	**11**	10	10

Discussion

The number of resources we create in a year links directly with our goal of supporting British Columbia First Nations communities in realizing their visions for the revitalization of their language, arts and cultures. While funding support is critical for the success of these community initiatives, communities also need the guidance of experts and access to information and technology to support their efforts. Accordingly, each year, staff at FPCC create and distribute a number of resources that support communities in their revitalization efforts. In 2015/16, we provided 11 new resources to support language projects, just above our target. The resources included:

- An updated Language Needs Assessment, which is filled out by each project applicant and provides a picture of the status of B.C. Aboriginal languages through a database and analysis
- Translations of the Endangered Language program into eight new languages (a partnership with Middlebury Institute of International Studies)
- Two new FirstVoices apps – one for iOS and one for Android devices – to allow First Nations youth to type in their languages

The data for this measure is provided by the Language and FirstVoices department managers.

Goal 2: *To communicate effectively about the work of the First Peoples' Cultural Council to ensure it is seen as the go-to organization for government, First Nations leadership and the public for information, services and advice related to B.C. First Nations arts, culture and language issues.* Note: This demonstrates the TAP principle of service.

Strategies

- Promote and celebrate First Nations languages, arts and culture in B.C.
- Raise awareness about the current state of B.C. First Nations arts, culture and languages
- Inform B.C. First Nations communities, government and other key stakeholders about FPCC's programs, services, resources and partnership opportunities
- Expand our network of language champions, both within B.C. and globally

Discussion of Goal and Strategies

Ensuring FPCC is well known to government decision-makers, First Nations leaders and the public – for example, through our website, social media channels, events and conferences – is important for raising awareness about the issues and benefits of Indigenous arts, cultures and languages in B.C. Our communications also provide critical information and resources to Aboriginal people in B.C. related to our programs.

Performance Measure 2.1: Number of communications contacts

Performance Measure	201213/ Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	2015/16 **Actual**	2016/17 Target	2017/18 Target
Number of communications contacts	5,463	8,288	12,231	8,400	**14,487**	N/A[2]	N/A

Discussion

This performance measure is an indication of the success of our communications efforts, both in getting information out to our target audiences and building a presence for the organization in the larger community. Our communications contact list grew significantly this year to 14,487, driven largely by increasing use of social media. It includes (as of May 3, 2016):

- 36 B.C. and national arts administrators
- 46 FirstVoices administrators
- 102 Arts Map entries (an increase of 28 from last year)

[2] We will not be tracking this starting in 2016/17

- 17 Endangered Languages Project (ELP) Governance and advisory members
- 22 new institutional contacts for ELP
- 8,329 Twitter followers (increase of 1,618)
- 4,255 Facebook Followers (increase of 3,348)
- 205 First Nations communities/Bands
- 649 general arts list serve contacts
- 826 subscribers to electronic communications (increase of 353)

Data is provided by our web-based content management system, communications contacts databases and our social media reports; it includes individuals from government, First Nations leadership and members of the public who follow us through social media channels.

Performance Measure 2.2: Website traffic and resource downloads

Performance Measure	2012/13 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	2015/16 **Actual**	2016/17 Target	2017/18 Target
Website traffic and resource downloads	576,337 Visits	676,797 Visits; 4,610 Downloads	916,077 Visits; 3,383 Downloads	610,000 Visits; 3,500 Downloads	921,492 visits; 4,051 Downloads	620,000 Visits; 3,500 Downloads	630,000 Visits 3,500 downloads

Discussion

Monitoring our website traffic and downloads of online resources is a valuable way to measure our ability to communicate our message and the value FPCC provides in relation to B.C. First Nations arts, language and culture.

In 2015/16, traffic to our websites was as follows (website visits):[3]

- FirstVoices.com (main website): 598,184 (increase of 7,658) (FW)
- FirstVoices.com (members' website): 59,583 (increase of 3,723) (FW)
- FirstVoices Kids: 108,479 (decrease of 19,433) (FW)
- FirstVoices Language Tutor – Learner Website: 16,990 (increase of 6,240) (FW)
- FirstVoices Language Tutor – Builder Website: 31,145 (increase of 3,342) (FW)
- Fpcc.ca (FPCC main website): 40,124 (increase of 3,034) (GA)
- Maps.fphlcc.ca (Language Map): 64,011 (increase of 587) (GA)
- First Peoples' Arts Map: 2,976 (increase of 264) (GA)

TOTAL VISITS: 921,492

The total number of visits exceeds the target number by 311,492. The increases can largely be attributed to visits to the FirstVoices websites, especially the FirstVoices main website and the FirstVoices main website. We can attribute this to the visibility of FirstVoices.com at the "Our Living Languages" exhibition, where it is a key feature. We will revisit the target for web traffic in the next Service Plan.

The total number of app downloads from FirstVoices was 4,051, which exceeded our target by 551.

[3] Note: FW = Funnel Web Analyzer; GA = Google Analytics

Performance Measure 2.3: Number of events, conferences and community visits

Performance Measure	2012/13 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	**2015/16 Actual**	2016/17 Target	2017/18 Target
Number of events, conferences and community visits	New measure – not reported	25	29	25	**53**	25	25

Discussion

This target measures attendance at language, culture and arts themed events and conferences, presentations to key stakeholders, community monitoring visits, workshops and webinars. These activities raise awareness about FPCC as an organization, provide opportunities to introduce FPCC programs and initiatives, increase the organization's vital support network and allow FPCC to position itself as the go-to resource for information about indigenous language and arts revitalization in B.C.

There was a real push in the last fiscal year to raise awareness about the organization year and it shows. We significantly exceeded our target for this measure with a total of 53 events, conferences and community visits. The number recorded here includes 35 events/conferences, 12 training events by the arts and language programs and 6 community visits by the language department. The data for this measure was self-reported by staff.

Goal 3: *To attract and retain a dedicated team of employees who contribute to the success of our organization and further our mandate.* Note: This demonstrates the TAP principles of efficiency, accountability and service.

Strategies

- Provide a supportive environment that fosters engagement, innovation and results
- Maximize use of limited resources

Discussion of Goal and Strategies

The information for this section is provided by a survey that is conducted every two years. There is no survey for 2015/16 and this measure will be discontinued due to lack of internal capacity to deliver the survey and analyze results. In the table below we are providing an account of our past performance in this area.

Performance Measure 3.1: Percentage of employees who said they are engaged or highly engaged

Performance Measure	2012/2013 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	**2015/16 Actual**	2016/17 Target	2017/18 Target
Percentage of employees who said they are engaged or highly engaged	78%	N/A	77%	**N/A**	N/A	N/A[4]	N/A

Goal 4: *To create a sustainable organization that attracts investments from a diverse base of funders.* Note: This demonstrates the TAP principles of service and efficiency.

Strategies

- Develop and maintain good working relationships with our community partners, funders and First Nations leadership
- Continue to develop FPCC as a strategic, responsive, results-based organization
- Attract investments and donations from provincial government ministries, the federal government, foundations and private sector partners
- Continue to seek resources to realize our goal of creating and sustaining a First Peoples' Cultural Institute

Discussion of Goal and Strategies

FPCC depends on the support of its partners for funding, be they government agencies, private donors or foundations. The goal speaks directly to our strategic focus of diversifying our funding base. We also recognize that fundraising goes hand-in-hand with relationship building, and therefore, some of our related strategies address the need to create and maintain strong relationships, while also building on our reputation as a leading-edge organization, both locally and around the world.

Performance Measure 4.1: Number of active partnerships on programs and special events

Performance Measure	2012/2013 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	**2015/16 Actual**	2016/17 Target	2017/18 Target
Number of active partnerships on programs and special events	New measure – not reported	16	8	5	**10**	7	7

Discussion

This performance target measures new and ongoing funding opportunities that are provided to FPCC by our partners, many of which are cost-shared. Our capacity to work with diverse partners builds a wide support base that helps ensure a sustainable organization.

[4] This measure is being discontinued and will not appear in future reports.

We had 10 new partnerships in 2015/16, which is an increase of five from our target. We were able to exceed our target, thanks to participation in several special projects in 2015/16. In the most recent service plan, we revised our targets for 2015/16 and 2016/17 from 5 to 7 and will likely maintain this level moving forward.

Performance Measure 4.2: Contacts and meetings with potential funders

Performance Measure	2012/2013 Actual	2013/14 Actual	2014/15 Actual	2015/16 Target	**2015/16 Actual**	2016/17 Target	2017/18 Target
Contacts and meetings with potential funders	New measure – not reported	32	23	23	**24**	N/A	N/A

Discussion

This performance target measures our relationship-building efforts with potential funders via meetings and contacts throughout the year. We exceeded our target by one this year. As a result of consultation with staff in 2015 to make our performance measures more relevant, this measure has been discontinued and will not appear in the 2016/17 Annual Report.

Performance measure 4.3 Revenue from both new and ongoing sources

Performance Measure	2012/13 Actual	2013/14 Actual	**2014/15 Actual**[5]	2015/16 Target	2015/16 Actual	2016/17 Target	2017/18 Target
Revenue from both new and ongoing sources	New measure – not reported	Ongoing: $3.1M; New: $675K	**Ongoing: $3.7M New: $386K**	Ongoing: $3.1M; New: 300K	Ongoing: $3.7M New: $111K	N/A[6]	N/A

The successful realization of our mandate requires stable ongoing sources of revenue that we can use to support our initiatives. This performance target measures revenue from new as well as existing sources, including governments, foundations and private partners. It includes cost-shared, matching and leveraged funds.

The ongoing amount has remained much the same from last year. However, the actual for "new" funding was significantly lower due to a challenging funding climate.

Note: Efforts to leverage new funding align with the TAP principle of cost-consciousness.

[5] These numbers have been corrected.

[6] Through extensive consultation with staff, we revamped the measures for this goal. As a result, this measure has been discontinued and will not appear in future reports.

Financial Report

Discussion of Results

This discussion and analysis of the financial results from operations and financial position for the year ended March 31, 2016 should be read in conjunction with the audited financial statements and accompanying notes. Management has included some forward-looking statements, which we believe to be reasonable, based on information currently available, but these statements are subject to risks and uncertainties that may cause future actual results to differ from those forward-looking statements.

The Financial Resource Summary Table is reported in $000s and the budget figures in the table are a forecast approved by the Minister of Aboriginal Relations and Reconciliation (MARR). The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Cultural Council (FPCC) for the year ended March 31, 2016. The historical information has been re-stated to break-out deferred revenue and correct the categorization of Grants from Non-Governmental Organizations previously aggregated into Interest and Other.

FPCC closed the year ended March 31, 2016 with a balanced budget on total operating revenues of $3,999,000 as referenced by Net Income from Operations of $nil. The Financial Resource Summary Table provides a summary of operating results for the year ended March 31, 2016 along with historical information.

Comparison of Actual Results Against Budget and Previous Year

The following commentary reflects the dollar values reported in the Financial Resource Summary Table and will only comment on material variances, which are over 1% (or $38K) of the total gross budget for 2015/16. Items over this threshold for either the 2015/16 budget variance or the 2014/15 – 2015/16 variance will be commented on below if over the threshold, or noted as "NM" (not material) if under.

There are often additional resources brought into the organization from non-core funding sources and variances are common due to the fluid nature of outside organization's funding priorities. Unlike other government departments with fixed budgets, FPCC acts as a non-profit and applies for funding by writing proposals throughout the fiscal year, relying on its partnerships with other organizations for revenue for operating, grants and program delivery. This funding is often one-time (or soft funding) and as a result, FPCC frequently encounters variances from its budget when funding is accessed late in the fiscal year. The nature of this type of funding is tenuous and does not provide a promise of continuity in future fiscal years, which also impacts comparability with the prior fiscal year. Accordingly, most of the variances commented on are a direct result of new funding provided late in either the current fiscal year (2015/16), or the prior fiscal year (2014/15).

As a result, FPCC employs a system of close monitoring and forecasting in the last quarter of the fiscal year and re-profiles resources where necessary to ensure a balance budget is maintained.

Operating Revenues:	2015/16 Budget Variance	2014/15 – 2015/16 Variance
Ministry of Aboriginal Relations & Reconciliation	NM	One time funding of $300 K provided for FirstVoices.com maintenance and the rebuild project.
New Relationship Trust	NM	Difference of $50 K, a result of a one-time deferral related to development of the FirstVoices.com app, which was part of the planned FirstVoices rebuild project.
BC Arts Council	Increase in funding of $202 K related to the new Aboriginal Youth Engaged in the Arts Program. At the time the service plan was developed, there was still uncertainty about whether this funding would continue into the 2015/16 fiscal year.	NM
Grants from Federal Ministries	A combination of a decrease in funding from the Department of Canadian Heritage ($30 K) and a repayment of prior year unexpended funding ($11 K).	NM
Grants from Non-Governmental Organizations	Funding in this category is primarily from non-core sources and budget variances are often a result of the difference between estimates used in the budget planning cycle and what was actually realized after the budget planning cycle has completed for the year. Additionally, changes in the timing of project delivery can cause variances from estimates where grant revenue will either be deferred or returned to the funder. Budget variances for 2015/2016 resulted from a combination of FPCF (-$28 K), Margaret A Cargill ($128 K), BC Ferries and First Nations Health realized revenue vs estimate (-$55 K)	Funding in this category is primarily from non-core sources and year-to-year variances will occur due to new funders being added and other funders dropping due to reaching the end of funding for a specific project. During the prior year, projects with Google, University of Victoria and the Royal BC Museum had reached the end, and as a result, no revenue was realized from these sources in fiscal 2015/2016. This drop was partially offset by new funding agreements from BC Ferries and First Nations Health Authority.
Deferred Revenue	The budget variance is a result of miscoded Margaret A. Cargill revenue in the original service plan estimates that would have seen the revenue categorized in Grants from Non-Governmental Organizations instead of Deferred Revenue. The effects of correcting the miscode would leave no budget variance in this category with the changes affecting the budget variance in the Grants from Non-Governmental organizations revenue with FPCF (-$28 K), Margaret A. Cargill ($13 K), BC Ferries and First Nations Health realized revenue vs estimate (-$55 K).	Deferred revenue will fluctuate on a year-to-year basis and will typically result from multi-year funding agreements that reach into future fiscal year(s) and revenue is recognized as expenses are incurred. Accordingly, year-to-year numbers are not expected to be consistent as the terms of funding agreements dictate the timing of Revenue and Expense recognition The 2014/15 fiscal year saw recognition of revenue for specific projects that had been deferred from 2012/13 (Margaret A Cargill) and 2014/15 (BC Arts Council).

Operating Expenses:	2015/16 Budget Variance	2014/15 – 2015/16 Variance
Grants	Overall grants expenses increased throughout the year as a result of a combination of smaller project grants from various funders such as Heritage Branch and the First Nations Health Authority.	The decrease of grant expenditures is a combination of one time MARR FirstVoices funding in the prior year, the Margaret A. Cargill Foundation, and a combination of other smaller project grants.
Salaries and Benefits	NM	Term positions were added to provide staff for smaller funded projects added during the year, as well as to undertake specific projects for FPCC, which resulted in increased salaries and benefits costs from the previous fiscal year.
Purchased Services	Purchased services are direct program/project delivery costs that are contracted out. The variance of ($145 K resulted from a combination of new projects funded during the year that were not anticipated at the time the service plan was prepared and an internal re-profiling of resources completed. Projects such as FirstVoices.com ($50 K) and First Nations Health Authority ($38 K) and a combination of smaller projects and project related expenses are included in this category.	The variance of ($42 K) is mainly due to an influx of additional program funding in late 2014/15 which increased costs specific to these projects. Since these projects provided one-time funding, continuity of these expenses would not extend into the current fiscal year.
Professional Fees	Professional fees encompass Audit/Accounting, Legal, and Contracted Services. The variance of $72 K related to resources that were re-allocated to other areas of the organization such as Purchased Services as they were not required in this area as anticipated.	NM
Office Overhead	Office Overhead aggregates all costs of operating / maintaining office space and administrative functions. There are a large number of small variances that make up the variance of ($68 K) which included Office Phone/Fax/Cell ($13 K), Travel ($19 K), Administration Fees ($29 K), plus a number of smaller items.	NM

Capital Expenditures

There were no significant capital expenditures for fiscal 2015/16 and additions consisted primarily of computer equipment replaced during the year.

Financial Resource Summary Table ($000's)	2011/12 Actual	2012/13 Actual	2013/14 Actual	2014/15 Actual	2015/16 Budget	2015/16 Actual	2015/16 Variance	2014/15 - 2015/16 Variance
Operating Revenue								
Ministry of Aboriginal Relations & Reconciliation	1,451	1,051	1,071	1,351	1,051	1,051	0	(300)
New Relationship Trust	1,000	797	750	700	750	750	0	50
BC Arts Council	480	505	740	735	535	737	202	2
Other Provincial Ministries	0	0	0	0	0	15	15	15
Grants from Federal Ministries	852	812	817	760	834	793	(41)	33
Grants from Non-Governmental Organizations	237	714	562	548	422	467	45	(81)
Deferred Revenue	(7)	(323)	52	305	178	63	(115)	(242)
Interest and Other	38	99	36	49	10	36	26	(13)
Office overhead recoveries	47	54	68	67	57	87	30	20
Total Operating Revenue	4,098	3,709	4,096	4,515	3,837	3,999	162	(516)
Operating Expenses								
Grants	2,536	2,275	2,505	3,099	2,427	2,468	(41)	(631)
Salaries and Benefits	941	795	864	743	841	812	29	69
Community Resources, R & D and Jury Costs	109	112	136	98	97	123	(26)	25
Purchased Services	37	72	199	224	37	182	(145)	(42)
Professional Fees	106	62	50	29	113	41	72	12
Facilities rent, heating and maintenance	58	57	56	56	57	59	(2)	3
Office overhead and operating costs	210	258	226	212	182	250	(68)	38
Amortization of Capital Assets	38	39	17	17	40	13	27	(4)
Board and Advisory	63	39	43	37	43	51	(8)	14
Total Operating Expenses	4,098	3,709	4,096	4,515	3,837	3,999	(162)	(516)
Net Income (Loss) from Operations	0	0	0	0	0	0	0	0
Capital Expenditure	0	0	15	15	15	2	13	0
Total Debt	0	0	0	0	0	0	0	0
Accumulated Surplus	384	384	384	384	384	384	0	0

Note 1: The above financial information was prepared based on current Generally Accepted Accounting Principles.

Appendix A: Additional Information about FPCC

Organizational Overview

The First Peoples' Cultural Council's mandate is to assist B.C. First Nations in their efforts to revitalize their languages, arts and cultures. Since 1990, FPCC has successfully distributed over $37 million to British Columbia's Aboriginal communities for language, arts and culture projects.

FPCC serves 203 B.C. First Nations, 34 languages, 61 language dialects and a number of First Nations arts, culture and educational organizations.

FPCC is a provincial Crown Corporation formed by the government of British Columbia to administer the First Peoples' Heritage, Language and Culture Program. The First Peoples' Cultural Council is supported by legislation: *First Peoples' Heritage, Language and Culture Act.*

As stated in the *FPHLC Act*, FPCC's legislated mandate is to:

- Protect, revitalize and enhance First Nations heritage, language, culture and arts
- Increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities
- Heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians

Vision and Mission
Our vision is one where "B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized and embraced by all citizens of B.C."

Our mission is to provide leadership for the revitalization of First Nations languages, culture and arts in British Columbia.

Our values

Accountability - The Executive Director, Board and staff are directly accountable to the organization's stakeholders and to First Nations in B.C.

Transparency - Program procedures and decisions are open and transparent.

Results-based - Program delivery is efficient and outcome-based.

Collaboration - Programs are coordinated with other service providers and language groups to maximize benefits.

Integrity - All work is done with an overriding focus on cultural integrity and honesty.

Our Stakeholders

- 203 B.C. First Nations
- First Nations communities
- First Nations artists
- First Nations arts and culture organizations
- First Nations language champions
- First Nations language learners
- First Nations schools
- First Nations Elders
- British Columbia residents

Our Key Partners

- Ministry of Aboriginal Relations and Reconciliation (MARR)
- New Relationship Trust (NRT)
- BC Arts Council
- Department of Canadian Heritage (DCH)
- Margaret A. Cargill Foundation
- First Peoples' Cultural Foundation
- BC Ferries
- Google
- Canada Council for the Arts
- First Nations Health Council (FNHA)
- First Nations Technology Council (FNTC)
- First Nations Education Steering Committee (FNESC)
- Chief Atahm School
- University of Victoria
- En'owkin Centre
- Royal B.C. Museum
- University of Hawai'i at Manoa
- The LINGUIST List / Eastern Michigan University
- Aboriginal Tourism BC (ATBC)

Corporate Governance

Overview
The First Peoples' Cultural Council is governed by a Board of Directors comprising up to 13 members. The work of the Board is supported by three sub-committees: governance, finance and audit, and HR and compensation. In addition, the Board is supported by a 34-member Advisory Committee, with one representative for each of the First Nations language groups in B.C.

Governing Legislation and Selection Process
Our governing legislation was amended in 2011 to include representation from all B.C. First Nations language groups on our Advisory Committee. It offers more flexibility, which is consistent with modern best practices that allow Crown corporations to determine their own structure and governance processes. As a result, it is possible for each language group to have a cultural representative to provide advice to FPCC Board and staff.

Membership for both the Advisory Committee and the Board of Directors is sought through an open application process, which is managed by the Board's Governance Committee. This open application process means that any B.C. First Nations individual, organization or community can nominate someone or apply for membership.

The Advisory Committee and 10 Board members are all recommended for appointment by the Board's Governance Committee (and then appointed by the Minister), while the three Board members are appointed directly by the Minister.

Governance Principles
FPCC follows the B.C. government's guiding principles on corporate governance for Crown agencies. The government's *Mandate Letter* describes mandate, expectations, roles, responsibilities and accountabilities.

To download the latest *Mandate Letter* and other reports, visit: http://www.fpcc.ca/about-us/reports/

Contact Information and Links

Section	Hyperlink
Organizational Overview • Mission, vision and values • Legislation and mandate • Overall benefit or service • Principal partners and stakeholders • How services are delivered	www.fpcc.ca/about-us
Programs and Special Projects • Language programs • Arts programs • Culture & heritage programs • FirstVoices • Endangered Languages Project • Our Living Languages Exhibition • FPCC mapping projects	www.fpcc.ca/language/Programs www.fpcc.ca/arts/Programs www.fpcc.ca/culture/projects www.fpcc.ca/language/FirstVoices www.fpcc.ca/language/ELP www.fpcc.ca/language/Exhibition www.fpcc.ca/language/language-map
Corporate Governance • Board of Directors • Advisory Committee • Board Committees • Senior Management • Governance Principles	www.fpcc.ca/about-us/governance www.fpcc.ca/about-us/board www.fpcc.ca/about-us/advisory www.fpcc.ca/about-us/performance
First Peoples' Cultural Institute	www.fpcc.ca/culture/institute
First Peoples' Language Map of British Columbia	maps.fpcc.ca
List of Aboriginal Languages in British Columbia	www.fpcc.ca/files/pdf/fpcc_language_dialect_list_2013.pdf
Status of Language Report	www.fpcc.ca/language/status-report/

Appendix B: Crown Corporations Mandate and Actions Summary

In the 2015/16 Mandate Letter from the Minister of Aboriginal Relations and Reconciliation, the First Peoples' Cultural Council received direction on strategic priorities for the 2015/16 fiscal year. These priorities and FPCC's resulting actions are summarized below.

Mandate Letter Direction	Crown Corporation's Action
1. Fulfill obligations set out under the 2015-16 Service Level Agreement between the Government and FPCC.	FPCC has fulfilled its obligations under the 2015/16 Service Level Agreement between itself and government as per the final report, which was provided to MARR.
2. Continue to seek qualified candidates for recommendations to the Minister for appointment to the Advisory Committee to ensure that there is a representative from 34 B.C. First Nations languages, and enhance FPCC's governance through improved orientation and training for Board Members.	FPCC has actively sought qualified candidates for recommendation to its Advisory Committee throughout the year. FPCC also planned and implemented Board orientation and a full day of professional governance education for new and existing Board members.
3. Strengthen community health and well-being by continuing to organize and implement successful events and media releases that celebrate and raise public awareness about FPCC and British Columbia First Nations arts, cultures and languages.	FPCC has continued to organize events that raise awareness about FPCC and First Nations arts, culture and languages, such as the Mother Languages Day Twitter campaign and the unveiling of two pieces of artwork in partnership with BC Ferries.

APPENDIX C: Individuals and Communities Funded

FPCC's Language Program

Language Nest
The Language Nest Program creates new language speakers by funding language and cultural immersion environments for pre-school children and their parents to become fluent in their First Nations languages. In Language Nests, young children are immersed in the language, parents are encouraged to participate, and staff, volunteers, and Elders carry out daily activities in the language with the children.

RECIPIENT	LANGAUGE	GRANT
Gitwangak Education Society	Gitsenimx	$22,131
Adams Lake Indian Band	Secwepemctsin	$20,000
Okanagan Indian Band	Nsyilxcn	$21,670
Gitanmaax Band	Gitsenimx	$21,347
Hesquiaht Language Program	Nuu-chah-nulth	$21,197
T'it'q'et Daycare & Preschool Society	St'at'imc	$21,105
Heiltsuk Tribal Council	Heiltsuk	$22,043
Ehattesaht Chinekint Tribe	Nuu-chah-nulth	$20,974
Tahtlan Central Council	Tahltan	$20,000
Asaabuus Daycare	Ditidaht	$20,775
McLeod Lake Indian Band	Tsekhene	$1,128
TOTAL		$212,375

Language Nest is funded by the First Peoples' Cultural Foundation (FPCF) and the New Relationship Trust (NRT)

Language Revitalization Planning Program
In this program, all communities sharing a language are asked to come together to collaborate in spite of geographical challenges, and dialect, and political and community differences. Communities are asked to work as a team to share resources, knowledge, funding, resource people, infrastructure and expertise to develop strategic language plans.

RECIPIENT	LANGUAGE	GRANT
En'owkin Centre	Nsyilxcen	$19,853
Head of the Lake School Society	St'at'imc	$20,122
Laich-Kwil-Tach Research Centre	Kwak'wala	$19,931
Syilx Language House Association	Nsyilxcen	$20,000
KAS Cultural Society	Squamish	$18,681
Toquaht First Nation	Nuu-chah-nulth	$20,479
Kwadacha Nation	Tse'khene	$23,874
Yunesit'in Government	Tsilhqot'in	$20,237
Nisga'a Lisims Government	Nisga'a	$19,567
Katzie First Nation	henqeminem	$18,719
TOTAL		$188,751

The Language Revitalization Planning Program is funded by NRT and the Ministry of Aboriginal Relations and Reconciliation (MARR)

Mentor-Apprentice Program

The Mentor-Apprentice Program facilitates the development of adult fluent speakers of B.C. First Nations languages. A "mentor" (a fluent speaker of a language) is paired with an "apprentice" (learner). The mentor and apprentice spend 300 hours per year together doing everyday activities using the language at all times. In this program, learners become more fluent, which is especially valuable for languages where only a couple of fluent speakers are left.

TEAMS	LANGUAGE	GRANT
Robin Hunt / Violet Bracic	Kwak'wala	$1,719
Adam Manson / Gary Manson	Hul'q'umi'num	$10,510
Crystal Tom / Doris Weget	Gitsenimx	$11,397
Ben Louis / John Wilky Louie	Nsyilxcən	$10,988
Jaskwaan Bedard / Primrose Adams	Xaad Kil	$16,636
Aimee Lezard / Hazel Squakin	Nsyilxcən	$16,038
Deborah Mack / Dorothy Shepherd	Ditidaht	$14,600
Joyce Webber / Pearl Snow (WKNTC)	Nuxalk	$11,742
Gisele Maria Martin / Levi Martin	Nuu-chah-nulth	$11,107
Jessica Williams / Audrey Shirey	Gitsenimx	$16,214
Steven Feschuk / Yvonne Joe	She shashishalhem	$15,466
Warren Nelson / Matthew Hill	Sm'algyax	$2,682
Molly Wickham / Mabel Forsythe	Wet'suwet'en	$16,764
Marilyn Napoleon / Linda Redan	St'at'imcets	$15,943
Melanie Stapley / Frances Quocksister	Kwak'wala	$15,989
Marilyn Baptiste / Christine Lulua / Ryan Isnardy	Tsilhqot'in	$3,089
Carol Louie / Donalda Louie	Hul'q'umi'num	$15,287
Craig Adams / Lucy Williams	Secwepemctsin	$15,704
Kara Ross / Pauline Gregoire	Nsyilxcən	$15,463
Sarah Michel / Anne Michel	Secwepemctsin	$15,664
Julienne Ignace / Harold Calhoun	Secwepemctsin	$15,523
Cheyenne Gwa'amuuk / Barbara Sennott	Gitsenimx	$10,055
Carol Louie / Robert Louie	Ktunaxa	$16,563
Aaron Williams / Vanessa Campbell / Peter Jacobs	Skwxwu7mesh sníchim	$9,600
Returned grants from communities from fiscal year 2014/15		-19,550
TOTAL		$285,196

The Mentor-Apprentice Program is funded by NRT, MARR and FPCF

B.C. Language Initiative (BCLI)

The B.C. Language Initiative (BCLI) supports projects to revitalize British Columbia First Nations languages through documentation, immersion programs, materials and curriculum development, traditional and cultural programming, and community collaboration. First Nations communities and organizations are eligible to submit proposals.

RECIPIENT	PROJECT BRIEF	COMMUNITY OR AFFILIATION	LANGUAGE	LOCATION	GRANT
Campbell River Indian Band	Summer language camp followed by weekly language classes plus a weekly cultural class	Weiwaikum First Nation	Kwak'wala	Campbell River	$14,715
Esquimalt Nation	Supported two language apprentices who are also enrolled in a diploma program in language revitalization (Lekwungen)	Esquimalt Nation	SENĆOŦEN	Victoria	$14,715
Gitxaala Environmental Monitoring	Illustrated and published a full set of stories for use in Sm'algyax education in Kitkatla	Gitxaala Nation	Sm'algyax	Prince Rupert	$14,715
Kitasoo/ Xai'Xais Integrated Resource Authority	Developed a series of language learning tools including language apps, learning CDs, FB pages for youth and Elders and adult members of Klemtu community, and supported language class at Kitasoo Community School	Kitasoo Band Council	Xai'Xais (Heiltsuk)	Klemtu	$14,715
Kwadacha Nation	Provided 3 hours of language instruction daily for 6-10 pre-school children; incorporated training for Elders and cultural experts and involved parents	Kwadacha Nation	Tsek'ene	Prince George	$14,715
Nuxalk Acwalcmalslayc Academy of Learning	Immersion program focused on younger children (pre-school, K-3), and included Elders in partial immersion	Nuxalk Nation	Nuxalk	Bella Coola	$14,715

Sik-E-Dakh (Glen Vowell Band)	Enhanced the lives of children, youth, teens and Elders who currently want to learn the feast system and culture	Sik-E-Dakh (Glen Vowell Band)	Gitsenimx	Glen Vowell	$14,715
Skidegate Haida Immersion Program	A language nest project that included dedicated Mentor-Apprentice learners	Skidegate Band Council	X̲aayda Kil	Skidegate	$14,715
Spi7uy Squqluts Language and Culture Society	Developed a series of audio digital books utilizing computer applications such as book creator and iBook; included paper copies and CDs	Northern Shuswap Tribal Council	Secwepemc	Williams Lake	$14,715
Sto:lo Nation	A full language immersion camp that included participants, staff, and facilitators: 100% immersion; 50% focus on native plants; and 50% on cultural practices.	Sto:lo Nation	Halq'eméylem	Chilliwack	$14,150
Ucwalmicw Centre Society	Developed three TPR stories for early language learners for home and parental instruction and instructor guides	T'it'q'et First Nation	St'at'imcets	Lillooet	$14,715
Westbank First Nation	Produced a set of language flash cards and a teaching booklet to accompany the "Teaching with Tuma" DVD	Westbank First Nation	Nsyilxcən	Kelowna	$14,715
Yuułu?il?ath Government	Developed a pilot project of a language immersion camp	Yuułu?il?ath	Nuu-chah-Nulth	Ucluelet	$14,715
TOTAL					$190,734

The B.C. Language Initiative is funded by NRT and MARR

Aboriginal Languages Initiative (ALI)

The Aboriginal Languages Initiative (ALI) is a federal program funded by the Department of Canadian Heritage. Program objectives are to support projects that maintain, revitalize and promote provincial First Nations/Aboriginal Languages.

RECIPIENT	PROJECT BRIEF	COMMUNITY OR AFFILIATION	LANGUAGE	LOCATION (B.C.)	GRANT
Adams Lake Indian Band	Developed animated figures to illustrate 150 common verbs and animated gifs for language resource development and online teaching	Adams Lake Indian Band	Secwepemctsín	Chase	$26,361
Alexis Creek First Nation	Captivated learners by delivering a language and culture program that is fun, easy and active for beginner to intermediate Tsilhqot'in	Alexis Creek First Nation	Tsilhqot'in	Chilanko	$24,166
Denisiqi Services Society	Provided two, two-week Language and Culture camps servicing both the Carrier and Tsilhqot'in nations	Tl'etinqox, Tl'esqox, Yunesit'in Alexandria, Tsi Deldel, Xeni Gwet'in and Ulkatcho	Tsilhqot'in	Williams Lake	$24,200
Ditidaht Community School	Supported adult language learners through language teaching and storytelling with fluent Elders	Ditidaht First Nation	Diitiid?aa?tx	Port Alberni	$29,196
Gitwangak Education Society	Expanded the language program to include land-based activities with families from neighboring bands	Gitwangak First Nation	Gitksenimx	Kitwanga	$25,000
Gitxaala Environmental Monitoring	Created educational Sm'algyax videos on Gitxaala food harvesting and processing practices. Gitxaala youth were trained and mentored in videography by the UBC Ethnographic Film Unit.	Gitxaala First Nation	Sm'algyax	Kitkatla	$33,337
Gwa'sala Nakwaxda'xw School	Hosted four cultural language immersion camps in traditional territory. The camps were targeted at youth but included Elders and adult learners.	Gwa'sala and 'Nakwaxda'xw	Kwak'wala	Port Hardy	$22,416

Hupacasath First Nation	Connected language to the land through a map with place names in the Alberni valley of landmarks people can easily identify	Hupacasath First Nation	Nuu-chah-nulth	Port Alberni	$12,662
Kitasoo Xai'xais Integrated Resource Authority	Continued the process of transcribing and documenting recordings from the last fluent speakers of Sgüüxs	Kitasoo Band	Sgüüxs	Klemtu	$35,000
Kyah Wiget Education Society	Developed distinctly Wet'suwet'en resources – dictionary publication and FirstVoices online database update	Wet'suwet'en First Nation	Wet'suwet'en	Moricetown	$35,000
Lil'wat Culture Centre	Created a new edition of the 'Lilwat Ucwalmicwts dictionary; provided updated learning materials for all learners.	Mount Currie Band	St'át'imc	Mount Currie	$35,000
Mowachaht/Muchalaht First Nation	Used cultural events involving stories and songs to share the language with all community members	Nuu-chah-nulth Tribal Council	Nuu-chah-nulth	Gold River	$24,576
Okanagan Indian Band	Implemented full language and cultural immersion through the OKIB language nest program in a home-like environment. Increased the transfer and sharing of language and cultural skills and resources through enhanced partnerships	Okanagan Indian Band	Nsyilxcən	Vernon	$35,000
Penticton Indian Band	Revitalized and preserved a very important part of the language and culture through the development of an immersion language house, and creation of well-archived set of recordings and transcriptions	Penticton Indian Band in partnership with Osoyoos Indian Band	Nsyilxcən	Penticton	$35,000

Quuquuasta Language Society	This Nuu-chah-nulth adult language nest immersion used conversational immersion in a language café environment to support adult language proficiency-building	Toquat First Nation, Ehattesaht Chinehkint Tribe, Ucluelet First Nation	Nuu-chah-nulth	Ucluelet	$31,000
Skeetchestn Community School	Documented and shared the Secwepemctsin knowledge of Skeetchestn Elders. Elders, youth and adults collaborated to strengthen Secwepemctsin in the community.	Skeetchestn Indian Band	Secwepemctsín	Savona	$34,800
Skidegate Haida Immersion Program	Provided immersion classes, one-on-one mentoring, recording, documenting and resource development	Skidegate Band Council	X̲aayda Kil	Skidegate	$35,000
St. Mary's Indian Band	Held sessions to honour knowledge keepers through "advanced speakers gatherings" and two seasonal culture camps	St. Mary's Band, Ktunaxa Nation	Ktunaxa	Cranbrook	$35,000
Sto:lo Nation	Developed a system to share stories in the Halq'eméylem language with community members, including educators working at ECE, secondary and post-secondary levels	Sto:lo Nation	Halq'eméylem	Chilliwack	$9,923
Tahltan Central Council	Continued to work to establish the newly-opened language nest in Dease Lake.	Tahltan Central Council	Tahltan	Dease Lake	$35,000
Tsleil-Waututh Nation	Directed the training of a new cohort of language speakers and instructors and supported their language work in the community.	Tsleil-Waututh Nation	Hən̓q̓əmin̓əm̓	North Vancouver	$35,000

Upper St'át'imc Language, Culture and Education Society	Project provided a Mentor-Apprentice program for one team each per six Northern St'át'imc communities. It also produced three audio learning resources aimed at three learning levels - beginner, intermediate and advanced learners.	Lillooet Tribal Council, Xwisten (Bridge River), Sek'wel'was (Cayoose Creek), T'it'q'et (Lillooet), Xaxl'ip (Fountain), Ts'kw'aylaxw (Pavilion) and Tsal'alh (Seton Lake) Bands	St'át'imcets	Lillooet, B.C.	$31,500
Saanich Adult Education Centre WSÁNEĆ School Board	Immersion camp for SENĆOŦEN learning in community; immersion summer day camps for children; evening language lessons and immersion childcare for parents and family members; SENĆOŦEN grammar lessons for language team.	Tsartlip First Nation	SENĆOŦEN	Brentwood Bay	$35,000
Wuikinuxv Kitasoo Nuxalk Tribal Council	Two transcribers worked toward building a critical mass of language documentation for the Nuxalk language	Nuxalk Nation	Nuxalk	Bella Coola	$35,000
Returned grants from communities from fiscal year 2014/15					-$5,291
TOTAL					$708,845

The Aboriginal Languages Initiative is funded by the Department of Canadian Heritage

FPCC's Arts Program

Sharing Traditional Arts Across Generations
The Sharing Traditional Arts Across Generations Program is intended for Aboriginal arts organizations, collectives and artists who have a demonstrated commitment to their artistic practice in any traditionally based artistic discipline – visual, music, dance or story. The program will assist with projects that have the transmission of traditional arts skills and knowledge as their primary focus.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Aboriginal Friendship Society of Revelstoke	Have an Elder artist teach traditional beading and how to make pine needle baskets to 20 participants over four days	Multiple	$2,265
Bruce Alfred	Mentor three emerging artists in the traditional NorthWest Coast flat design and the process of steaming bent boxes	Kwakwaka'wakw, 'Namgis Band	$12,000
Leslie Brown	Mentor up to 20 participants in traditional Raven's Tail weaving and make regalia over one month	Haida	$6,950
Janice George	Teach participants Salish weaving techniques and make tunics/shawls over three months	Squamish	$12,000
Laichwiltach Family Life Society	Have a master carver mentor two youth apprentices and teach traditional carving techniques over six months	Laichwiltach	$10,000
Lil'wat7ul Culture Centre	Have a master weaver teach five participants how to harvest materials, make cedar root baskets, and film it over one year	Lil'wat	$12,000
Lois Matilpi	Teach eight youth the art of making regalia and designing their family crests over three months	'NAMGIS	$12,000
Iona Misheal	Teach 10 participants how to spin wool, weave using a loom, and create a wall hanging over two months	Pauquachin	$7,000
Okanagan Indian Band-TSD	Have six mentors teach participants cedar bark weaving, netting, twining, rawhide braiding, moccasin making and how to play cedar flutes over one year	Okanagan-Syilx	$12,000
Charlene Ryan	Teach participants from two communities how to process cedar bark and traditional Tsimshian weaving techniques over twelve weeks	Metlakatla First Nation	$11,275
Nancy Saddleman	Teach eight participants how to make moccasins and gloves with tanned deer hide over two months	Okanagan Nation	$10,200

Secwepemc Child and Family Services Agency	Offer workshops from four mentors to teach Secwepemc traditional knowledge and arts to children in care over six months	Secwepemc	$12,000
Semiahmoo Weavers	Offer drop-in weaving sessions to the community to learn how to process cedar and make regalia over one year	Semiahmoo First Nation	$12,000
Howard Shields	Have four artists learn a variety of techniques/decorative knapping by master knappers and lead workshops in their community	St'át'imc	$11,000
Sliammon Drum Group	Meet as a group once a week for nine months for drumming, storytelling, dancing, cedar weaving and beading	Sliammon First Nations	$5,000
Katie Smith	Teach traditional design and the process of making button blankets/aprons to six participants over two months	Squamish, Nuuchahnulth, Nisga'a	$12,000
Vern Tronson	Teach up to 10 participants the complete process of tanning deer hide and how to make moccasins over four months	Okanagan Indian Band	$12,000
Vancouver Haida Weaver Collective	Teach up to 15 participants how to process cedar and weave cedar bark/wool over 16 weeks	Haida	$12,000
Rose Wilson	Teach participants how to harvest cedar/grass, advance their weaving techniques, and make regalia over 10 months	Yuulu?il?ath	$12,000
Women's Button Blanket Group	Have mentors teach Aboriginal women how to make button blankets in the Vancouver Downtown Eastside	'NAMGIS, Nlaka'pamux	$7,690
TOTAL			$203,380

Sharing Traditional Arts is funded by the BC Arts Council (BCAC)

Organizations and Collectives

The Organizations and Collectives program is intended for Aboriginal organizations and established unincorporated arts collectives with a demonstrated commitment to Aboriginal arts development and practice.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Annual BC Elders Gathering Society & Tl'etinqox Government	Provide materials for Elders to make traditional gifts, buy items from artisans to honour guests and bring entertainers to the event	Tl'etinqox Government, Tsilhqot'in	$15,000
British Columbia Association of Aboriginal Friendship Centres	Host the International Early Childhood Development conference involving visual arts workshops, storytelling, dance and music over five days	Multiple	$15,000

Carrier Sekani Family Services	Host a First Nations Art Gala featuring traditional art, local singers/drummers, hire a coordinator and raise funds for bursaries for emerging artists	Gitxsan & Carrier	$30,000
Gitwangak Education Society	Teach a group of 80 community members their songs, dances, perform at events and develop a sustainability plan over 10 months	Gitksen	$17,000
K'aalts'idaa K'ah	Travel to Chicago for an in-depth exploration of the design of a Haida bentwood box and create a response box with an apprentice over seven months	Haida	$15,000
Lake Babine Nation Treaty	Have multiple mentors teach the community drum making, regalia making, theatre, drawing, dancing, and hire a project coordinator over sixteen weeks	Multiple	$22,145
Lhalyamc	Teach participants traditional knowledge in ooligan grease, stink box, cook box, cedar weaving, dances, songs, and other art forms over six months	Nuxalk	$28,000
Out of the Frame Printmakers	Mentor eight artists to use innovative printmaking technology and print on various materials to create a collectively produced work for an exhibition over nine months	Chemainus	$15,000
Red Ride Tour	Increase operational capacity and scope of the B.C. leg of the 'Red Ride Tour', a travelling festival showcasing Indigenous musicians over eight months	Multiple	$18,000
Shackan Indian Band	Have two mentors teach 15 participants the traditional style of tanning deer hide and making moccasins over four months	Shackan Indian Band	$15,000
Shxwowhamel First Nation	Offer drumming, singing, carving and regalia making workshops to 20 participants, over nine months	Shxw'owhamel First Nation	$15,000
Ucwalmicw Centre Society	Have an artist mentor teach two emerging artists and T'it'q'et community members the elements of mural planning and design	St'át'imc	$12,000
Vancouver Indigenous Media Arts Festival Society	Create a more sustainable operations base, an effective administrative and governance framework over one year	Multiple	$15,000
Wa'aas Weavers	Teach three groups of people traditional basket weaving techniques, gathering grasses, and processing materials over five months	Nuu Chah Nulth Nation	$15,000
TOTAL			247,145

Organizations and Collectives is funded BCAC and the Margaret A. Cargill Foundation (MACF)

Arts Administrator Internships
The Arts Administrator Internship and Mentorship Program will support internship and training opportunities for individuals who have a demonstrated commitment to arts administration and cultural management.

INTERN	ORGANIZATION	AFFILIATION	GRANT
Shoshannah Greene	Bill Reid Gallery of Northwest Coast Art	Haida	$30,000
Khelsilem (Dustin Rivers)	KAS Cultural Society	Squamish	$30,000
Mitchell Saddleback	Miscellaneous Productions Society	Plains Cree, Maskwacis Samson First Nation	$30,000
Odessa Shuquaya	MCMedia	Kluane First Nation	$25,000
Amanda Strong	Visible Arts Society	Cree Anishinabee Assiniboine	$24,000
TOTAL			$139,000

Arts Administrator Internships is funded by NRT, BCAC and MACF

Individual Emerging Artists
The Individual Artists program is intended for Aboriginal artists who have a demonstrated commitment to their artistic practice in any artistic discipline—visual, music, dance, theatre, literary or media, and including the contemporary practice of traditionally based forms.

RECIPIENT	DESCRIPTION	AFFILIATION	GRANT
Alisa Bagshaw	Study dance in New York under one of the top Latin instructors/performers	Gitxaala Nation	$5,000
Michael Bourquin	Film "Sa'o Da'a Esdondech", a collection of nine stories that capture traditional Tahltan oral stories, language, and culture	Iskut First Nation	$4,800
Nyla Carpentier	Develop and complete a script for her solo show "Directions of a modern day", with the guidance of a dramaturg and playwright	Tahltan Indian Band	$5,000
Curtis Clearsky	Professionally record six songs with elements of hip hop, ska, soul, reggae and Latin funk over three months	Blood Tribe	$5,000
Francine Cunningham	Complete the writing of the first draft of 2822, a history/science fiction novel	Cree, Métis	$5,000

	that explores the Sexual Sterilization Act of Canada		
Terreane Derrick	Be mentored while filming a documentary short about Bobbi Style, a record producer/performer, working with his disabilities	Gitxsan	$5,000
Kerissa Dickie	Write and edit a collection of short stories/memoir over six months	Dene	$4,750
Kelsey Hall	Learn from a mentor about preparing/stretching canvas for painting and research Heiltsuk designs	Heiltsuk Nation	$5,000
Richard Heikkila-Sawan	Create a large oil painting on linen with a custom frame and a separate yellow cedar sculptural component over seven months	Driftpile Cree Nation	$1,400
Cheryl Henhawke	Be mentored in landscape designs/ imagery, make a visual journal, and create several paintings over seven months	Upper Mohawk, Six Nations	$4,900
Lynette LaFontaine	Be mentored in making traditional Métis style moccasins over six months	Métis	$5,000
Sharifah Marsden	Lead a mural painting project with two other artists and Aboriginal youth over eight months	Anishinaabe	$5,000
Meagan Musseau	Work with three mentors to learn the process of making moccasins, create a performance called "Resilience", and photograph/ document it over two months	Qalipu Mi'kmaq First Nation	$4,925
Art Napoleon	Receive hands on training from a mentor in camera operation and cinematography to film the initial phase of his first documentary	Saulteau First Nation, Dane Zaa, Cree	$5,000
Jasmine Netsena	Participate in a song writing challenge, attend music conferences, and take piano lessons over a year	Fort Nelson First Nation, Tahltan First Nation	$5,000
Robert Pictou	Create 12 beaded portraits of missing and murdered First Nations women to honour them and exhibit the work	Migmaw, Sipekne'katik	$5,000
Brenda Pon	Create a series of paintings about Métis culture from the past to present day in B.C.	Cree, Métis	$5,000
Evangaline Prevost	Develop and produce of animated Nuu chah nulth cultural stories that includes their language	Ahousaht	$5,000

Troy Sebastian	Spend three weeks in the Banff Centre's Indigenous Arts Self-Directed Residency to complete the manuscript of his first novel	Ktunaxa Nation	$4,700
Karen Whetung	Create and publish a picture book from an oral story with mixed media images that merges traditional and contemporary culture	Anishinabe, Alderville First Nation	$5,000
Cease Wyss	Learn from a mentor how to weave and process wool/ cedar in the traditional Squamish and Coast Salish style over four months	Squamish Nation	$5,000
TOTAL			$100,475

Individual Emerging Artists is funded by BCAC

Aboriginal Youth Engaged in the Arts

The Aboriginal Youth Engaged in the Arts Program is intended to encourage youth participation in creative and artistic activity in all disciplines- visual, music, dance, theatre, literary or media, and including the contemporary practice of traditionally based forms. Projects should implement new arts activities that focus on engaging youth between the ages of 15 and 30.

APPLICANT	PROJECT BRIEF	AFFILIATION	GRANT
Ashcroft Indian Band	Offer workshops in drum making, digital photography, and moccasin making to the youth in the community over two months	Nlaka'pamux, Secwepemc, Haida	$ 7,330
Cedar Bark Weavers	Research and teach participants how to gather cedar bark, process the materials, and create three different styles of cedar bark neckrings over three months	Kwagul First Nation	$13,000
Cowichan Intercultural Festival of Film & Art Society	Have a master carver mentor six Cowichan youth artists to carve a unique pole that honours the story of their ancestral village over five months	Quw'utsun	$13,000
En'owkin Centre	Have Syilx artists and language mentors share their traditional knowledge with several communities and engage youth and elders to collaborate on multi-disciplinary installations over five months	Okanagan, Syilx	$13,000
Candice George	Have a mentor share and teach cultural knowledge, drumming, singing, and making regalia with youth over four months	Stellat'en First Nation	$13,000

Gitwangak Education Society	For the youth component: to mentor youth dance group members and train four youth from several communities to become leaders of song and dance groups	Gitksen	$13,000
Kitsumkalum Indian Band	Have six mentors teach the youth cedar bark weaving, drum making, regalia making, and hold a showcase celebration over four months	Tsimshian, Nisga'a	$10,000
Kwi Awt Stelmxw (KAS) Cultural Society	Mentor youth in photography and new media art by a mentor/artist-in-residence and hold an exhibition over five months	Coast Salish, Squamish Nation	$12,000
Lillooet Friendship Centre Society	Have twelve St'at'imc artists teach youth a range of art forms including storytelling, drumming, regalia making, carving, and acting over one month	St'át'imc	$13,000
Fanny Nelson	Teach the youth how to harvest cedar, weave several traditional items, and hold a celebration feast	Tsimshian	$10,000
Okanagan Indian Band	Have an artist mentor six youth participants to create a mural over two weeks	Okanagan Indian Band	$12,600
One Tribe Youth Artist Collective	Mentor 15 emerging and youth artists to develop their skills in art design, photography, marketing, and exploring different mediums over eight months	Multiple	$13,000
George Price	Have several mentors teach participants traditional knowledge, preparing inner bark, Coast Salish design, and carving a plaque over two months	Seabird Island, Chawathil First Nation	$13,000
St'at'imc Government Services	Have a professional videographer mentor four youth to produce a documentary film over two weeks	St'át'imc	$8,060
Gillian Thomson	Have two mentors provide a workshop for participants to learn the basics of singing, song structure, lyric writing, chords, rhythm and timing over one week	Haida, Tsimshian	$4,945
Toquaht Nation	Have twelve artists teach participants weaving, storytelling, drum making, traditional songs, shawl making, and other art forms during a weeklong event	Toquaht Nation	$8,065

Unist'ot'en Clan of the Wet'suet'en Nation	Have an artist and Elders mentor thirty youth to create a collaborative mural depicting their connection to their culture and the land over two weeks	Wet'suwet'en	$10,000
TOTAL			$187,000

Aboriginal Youth Engaged in the Arts is funded by BCAC

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Financial Statements

Year Ended March 31, 2016

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

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(In Thousands of Dollars)

Year Ended March 31, 2016

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First Peoples' Heritage,
Language & Culture Council

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Management's Report

Management's Responsibility for the Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls and exercises these responsibilities through the Board. The Board reviews internal financial statements on a monthly basis and external audited financial statements yearly.

The external auditors, PATERSON HENN CPA, CHARTERED PROFESSIONAL ACCOUNTANTS, conduct an independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of First Peoples' Heritage, Language and Culture Council and meet when required.

On behalf of First Peoples' Heritage, Language and Culture Council

Tracey Herbert
Chief Executive Officer

May 9 2016

PATERSON HENN CPA
CHARTERED PROFESSIONAL ACCOUNTANTS

Caroline M. Paterson, CPA, CGA*
Sheila C. Henn, CPA, CA*
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INDEPENDENT AUDITOR'S REPORT

To the Members of First Peoples' Heritage, Language & Culture Council

We have audited the accompanying financial statements of First Peoples' Heritage, Language & Culture Council, which comprise the statement of financial position as at March 31, 2016 and the statements of operations, changes in net financial assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of First Peoples' Heritage, Language & Culture Council as at March 31, 2016 and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Paterson Henn

Sidney, British Columbia
May 11, 2016

Chartered Professional Accountants

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
Statement of Financial Position
March 31, 2016
(In Thousands of Dollars)

	2016	2015
Financial assets		
Cash and banks	$ 842	$ 955
Accounts receivable	28	39
GST receivable	17	18
Loans receivable *(Note 4)*	-	100
Due from government *(Note 5)*	99	433
	986	1,545
Liabilities		
Accounts payable and accrued liabilities	561	1,140
Deferred contributions *(Note 7)*	69	63
	630	1,203
Net financial assets	356	342
Non-financial assets		
Tangible capital assets *(Note 6)*	22	32
Prepaid expenses	6	10
	28	42
Accumulated surplus	$ 384	$ 384

Approved by the Board:

_____ *Director*

_____ *Director*

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
Statement of Operations
For the Year Ended March 31, 2016
(In Thousands of Dollars)

	Budget	2016	2015
Revenue			
Grants *(Schedule 1)*	$ 3,440	$ 3,813	$ 4,094
Administration fees	209	87	67
Interest and other revenue	10	36	49
Deferred revenue	178	63	305
	3,837	3,999	4,515
Expenditures			
Arts Programs	929	1,123	1,391
First Voices Programs	428	210	574
Language Programs	1,781	1,982	1,696
Operating Expenses	659	671	837
Amortization	40	13	17
	3,837	3,999	4,515
Annual surplus	-	-	-
Accumulated surplus - beginning of year	384	384	384
Accumulated surplus - end of year	$ 384	$ 384	$ 384

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
Statement of Changes in Net Financial Assets
Year Ended March 31, 2016
(In Thousands of Dollars)

	Budget	2016	2015
Annual surplus	$ -	$ -	$ -
Purchase of tangible capital assets	(15)	(3)	(15)
Amortization of tangible capital assets	40	13	17
Use (acquisition) in prepaid expenses	-	4	(5)
	-	-	-
	-	-	-
	25	14	(3)
Increase (decrease) net financial assets	25	14	(3)
Net financial assets - beginning of year	384	342	345
Net financial assets - end of year	$ 409	$ 356	$ 342

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
Statement of Cash Flows
Year Ended March 31, 2016
(In Thousands of Dollars)

	2016	2015
Cash flows from operating activities		
BC Arts Council	$ 737	$ 735
BC Ferries	27	-
BC Ministry of Aboriginal Relations & Reconciliation	1,051	1,351
Department of Canadian Heritage	793	760
First Nations Health Authority	69	-
First Peoples' Cultural Foundation	222	213
Google Inc.	-	50
Heritage Branch	15	-
Margaret A. Cargill Foundation	149	249
New Relationship Trust Corporation	750	700
Royal BC Museum	-	23
University of Victoria	-	13
Administration fees	87	67
Interest income and other miscellaneous receipts	36	49
Net change in non-cash item - deferred contributions	6	305
	3,942	4,515
Cash used for grants and awards	(2,468)	(3,099)
Cash used for salaries and benefits	(812)	(743)
Cash paid to materials and services	(872)	(130)
	(4,152)	(3,972)
Cash flows from operating activities	(210)	543
Cash flows from investing activity		
Purchase of tangible capital assets	(3)	(15)
Cash flows from investing activity	(3)	(15)
Cash flows from financing activity		
Cash from (advances) loans receivable	100	(100)
Cash flows from financing activity	100	(100)
Increase (decrease) in cash	(113)	428
Cash - beginning of year	955	527
Cash - end of year	$ 842	$ 955

The accompanying notes and supplementary schedules are an integral part of these financial statements.

1. NATURE OF OPERATIONS

The First Peoples' Heritage, Language & Culture Council (the "Council") is a Crown Corporation, established under the *First Peoples' Heritage, Language and Culture Act* and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language and culture;
- To increase understanding and sharing of knowledge, within both First Nations' and non-First Nations' communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among British Columbians.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

These financial statements were prepared in accordance with Canadian public sector accounting standards.

Budgeted figures have been provided for comparison purposes and have been derived from the estimates approved by the Board of Directors.

Tangible capital assets

Tangible capital assets are stated at cost or deemed cost less accumulated amortization. Tangible capital assets are amortized over their estimated useful lives on a straight-line basis at the following rates:

Computer equipment	3 years
Computer software	3 years
Furniture and equipment	5 years
Leasehold improvements	7 years

No amortization has been taken on the Art Collection.

Loans receivable

Loans receivable are recorded at amortized cost less any amount for valuation allowance. Valuation allowances are made to reflect loans receivable at the lower of amortized cost and the net recoverable value, when collectibility and risk of loss exists. Changes in valuation allowance are recognized in the statement of operations. Interest is accrued on loans receivable to the extent it is deemed collectable.

Revenue recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(continues)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Donated services and materials

Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a number of volunteer hours from the Board of Directors, which have not been recognized, due to the difficulty of estimating their value.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

3. RELATED PARTY TRANSACTIONS

The Council's Board of Directors and Advisory Committee are appointed by the Minister of Aboriginal Relations and Reconciliation. There are two parallel processes for appointment for these positions. Three board positions are appointed by the Board Development Office by application and the other nine directors on the board are selected by the Council's board of governance committee through an application process. These board members are from BC First Nations communities. The Council's Advisory Committee has thirty-four positions, one for each BC First Nations Language, and these Advisory Committee members are selected by the Council's governance committee.

It is inevitable that there will be grants made to the community linked to one of the Council's Board or Advisory Committee members. The standard application process and the peer review processes by which the Council selects grants ensures there is not a conflict of interest.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

4. LOANS RECEIVABLE

In the prior year the Council approved and provided a short term loan to the First Peoples' Cultural Foundation for the purposes of funding a specific project. The loan was repaid in full in the current year and no interest was accrued. The loan was repaid within the terms of the loan.

5. DUE FROM GOVERNMENT

Due from government consists of the following:

(In Thousands of Dollars)

	March 31, 2016	March 31, 2015
Federal government	$ 76	$ 125
Provincial government	23	308
	$ 99	$ 433

6. TANGIBLE CAPITAL ASSETS

(In Thousands of Dollars)

Cost	March 31, 2015 Balance	Additions	Disposals	March 31, 2016 Balance
Art Collection	$ 14	$ -	$ -	$ 14
Computer equipment	251	3	-	254
Computer software	51	-	-	51
Furniture and Equipment	86	-	-	86
Leasehold Improvements	167	-	-	167
	$ 569	$ 3	$ -	$ 572

Accumulated Amortization	2015 Balance	Amortization	Accumulated Amortization on Disposals	2016 Balance
Art Collection	$ -	$ -	$ -	$ -
Computer equipment	237	11	-	248
Computer software	50	1	-	51
Furniture and Equipment	83	1	-	84
Leasehold Improvements	167	-	-	167
	$ 537	$ 13	$ -	$ 550

Net book value	March 31, 2016	March 31, 2015
Art Collection	$ 14	$ 14
Computer equipment	6	14
Computer software	-	1
Furniture and Equipment	2	3
	$ 22	$ 32

7. DEFERRED CONTRIBUTIONS

Deferred contributions consists of funding under contribution agreements and other restricted contributions. Contributions are recognized as revenue in the fiscal year the related expenses are incurred or services are performed. Deferred contributions consists of the following:

	(in Thousands of Dollars) Balance April 1, 2015	Receipts during year	Transferred to revenue	Balance March 31, 2016
BC Arts Council	$ -	$ 63	$ -	$ 63
Canada Council for the Arts	2	-	2	-
First Nations Health Authority	-	6	-	6
New Relationship Trust	50	-	50	-
University of Victoria - Netolnew	11	-	11	-
	$ 63	$ 69	$ 63	$ 69

	(in Thousands of Dollars) Balance April 1, 2014	Receipts during year	Transferred to revenue	Balance March 31, 2015
BC Arts Council	$ 196	$ -	$ 196	$ -
Canada Council for the Arts	13	-	11	2
Google Inc.	8	-	8	-
Liard First Nations	1	-	1	-
Margaret A. Cargill Foundation	16	-	16	-
New Relationship Trust	-	50	-	50
Royal BC Museum	73	-	73	-
University of Victoria - Netolnew	-	11	-	11
University of Victoria - Stronger Together	2	-	2	-
	$ 309	$ 61	$ 307	$ 63

8. CAPITAL STOCK

The capital of the Council is one share with a par value of $100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

9. PUBLIC SERVICE PENSION PLAN

The Council and its employees contribute to the BC Public Service Pension Plan. The plan is a multi-employer defined benefit plan administered by the British Columbia Pension Corporation in accordance with the *Public Sector Pension Plans Act*.

The plan provides defined pension benefits to employees based on their length of service and rates of pay. The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions. No pension liability for this type of plan is included in the financial statements.

10. CONTRACTUAL LEASE AGREEMENT

The Council entered into a seven year commercial lease agreement with the Tsartlip First Nation on February 14, 2014 and expiring February 14, 2021 for its premises. The base minimum yearly rental is $42,000 annually with any additional taxes, charges or other costs to be paid by the Council.

The minimum annual operating lease repayment is:

	(In Thousands of Dollars)
2017	$ 42
2018	42
2019	42
2020	42
2021	37
	$ 205

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Schedule of Grant Revenue *(Schedule 1)*

(In Thousands of Dollars)

Year Ended March 31, 2016

(In Thousands of Dollars)

	Budget	**2016**	2015
Revenue			
BC Arts Council	$ 535	**$ 737**	$ 735
BC Ferries	-	**27**	-
BC Ministry of Aboriginal Relations & Reconciliation	1,051	**1,051**	1,351
Department of Canadian Heritage	834	**793**	760
First Nations Health Authority	-	**69**	-
First Peoples' Cultural Foundation	250	**222**	213
Google Inc.	-	**-**	50
Heritage Branch	-	**15**	-
Margaret A. Cargil Foundation	20	**149**	249
New Relationship Trust Corporation	750	**750**	700
Royal BC Museum	-	**-**	23
University of Victoria	-	**-**	13
	$ 3,440	**$ 3,813**	$ 4,094

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Operations by Program (Unaudited)

Year Ended March 31, 2016

(In Dollars)

	Administration	Arts Program	First Voices	Language Program	Total
Revenue					
DCH	-	-	-	793,355	793,355
BC Arts Council	-	737,000	-	-	737,000
MARR	559,751	47,820	159,776	283,653	1,051,000
Heritage Branch	15,000	-	-	-	15,000
FPCF	-	-	-	221,483	221,483
New Relationship Trust	-	160,000	-	590,000	750,000
Margaret A. Cargil Foundation		148,838	-	-	148,838
BC Ferries	-	26,580	-	-	26,580
First Nations Health Authority	-	-	-	69,421	69,421
	574,751	1,120,238	159,776	1,957,912	3,812,677
Revenue - Other					
Interest and other	11,874	540	-	23,929	36,343
Administration fees	86,593	-	-	-	86,593
Deferred Revenue	11,000	2,072	50,000	-	63,072
	109,467	2,612	50,000	23,929	186,008
Total Revenue	684,218	1,122,850	209,776	1,981,841	3,998,685
Expenditures					
Grants	5,000	877,000	-	1,585,903	2,467,903
Salaries and Benefits	349,437	149,722	150,117	162,366	811,642
Community Resources	1,146	26,953	7,005	88,265	123,369
Purchased Services	36,339	22,066	50,000	73,883	182,288
Professional Fees	41,031	-	-	-	41,031
Facilities	58,500	-	-	-	58,500
Other Operating Costs	128,624	47,109	2,654	71,424	249,811
Board and Advisory	51,326	-	-	-	51,326
Total Expenditures	671,403	1,122,850	209,776	1,981,841	3,985,870
Excess (Deficiency) of Revenue over Expenditure before amortization	12,815	-	-	-	12,815
Amortization	12,815	-	-	-	12,815
Excess (Deficiency) of Revenue over Expenditure	-	-	-	-	-

The accompanying notes and supplementary schedules are an integral part of these financial statements.